

# Dept. of DOC-ISI (250) Facts – FY '12

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## General Information

**Address:** 2323 Dean Avenue  
Des Moines, IA 50317

## Workforce Data

(unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 73	# PT EEs: 0	# Temporary EEs: 6	Average Length of Service: 16.07
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Span of Control: 5.54	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	39	<25	0	45-54	9	# of Females:	20	# of Males:	53
25-34	2	55-64	16	25-34	0	55-64	2	% of WF:	27.40%	% of WF:	72.60%
35-44	16	65+	0	35-44	2	65+	0	Average Age:	50.60	Average Age:	49.49
Employee Average Age: 49.80				Supervisor Average Age: 50.49				Average Length of Service: 18.31		Average Length of Service: 15.22	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	1	# of Non-minorities:	72	# African-American:	0	# of "did not respond":	0
% of Workforce:	1.37%	% of Workforce:	98.63%	# Asian/Pacific Island:	0	% of Workforce:	0%
Average Age:	51.99	Average Age:	49.77	# Am. Indian/Alaskan:	0	Average Age:	N/A
Average Length of Service:	14.18	Average Length of Service:	16.09	# Hispanic or Latino:	1	Average Length of Service:	N/A

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	3	# of Persons With No Disabilities:	67	# of "did not respond":	3
% of Workforce:	4.11%	% of Workforce:	91.78%	% of Workforce:	4.11%
Average Age:	52.01	Average Age:	49.75	Average Age:	48.64
Average Length of Service:	27.44	Average Length of Service:	15.86	Average Length of Service:	9.24

Officials/Administrators EEO Category 1: 9	Professionals EEO Category 2: 12	Technicians EEO Category 3: 3	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 5	Skilled Craft EEO Category 7: 41	Service/Maintenance EEO Category 8: 4

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 0	Transfer In: N/A
Retirements: 0	All Terminations: 2	Voluntary Quits: 2	Transfer Out: N/A

# of Classes Used: 18	Most Populous Classes: Senior State Industries Tech (15), State Industries Tech (13), State Industries Prod Coordinator (7)		
Separations - By Class:	Secretary 2 (1), State Indus Prod Coord (1), State Indus Tech (1), Transport Driver (1)		
# Eligible for Retirement:	19 in next 5 yrs	% Eligible: 26.03%	

## Leave and Benefits

(unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$25,932.47	Sick Leave Payouts: \$0	Annual Payroll: \$4,754,514.17	Avg. Base Salary: \$60,739.99	Overtime Days Worked: 503.4
Overtime Cost: \$159,477.20	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$375,124.07	Vacation Days Earned: 1,567.1	Vacation Used Expense: \$335,655.15	Vacation Days Taken: 1,424.6	
Sick Leave Days Earned: 1,077.7	Reg. Sick Leave Used Expense: \$101,105.94	Reg. Sick Leave Days Used: 466.2	Converted Sick Leave To Vacation Days Used: 65.5	
Sick Leave -Earned Value: \$235,242.09		Avg. Sick Leave Days Per EE: 6.39	Converted Sick Leave To Vacation Used Expense: \$15,493.32	
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	<b>Reclassifications</b> Up (Filled): 2 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 1 Lateral (Filled): 2 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$20,987.20	<b>Grievances</b> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$7,248.86	Funeral Days Used: 30.7	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012